

MARION VAGNER

LEARNING EXPERIENCE & DESIGN LEAD

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PROFILE

Experienced across instructional design, UX/UI and front-end development, designing and delivering learning programmes, workshops and digital learning products for global audiences. Coordinates cross-functional teams from concept through delivery, with strengths in facilitation, design enablement, mentoring and translating complex concepts into practical learning products.

EXPERIENCE

Creative & Design Lead – Learning Solutions

Red Nucleus | Mar 2022 – Present

Internal progression: UI Designer → Digital Art Director → Associate Design Director

Lead the design and delivery of digital learning products and design initiatives across a portfolio of global healthcare clients, coordinating designers, developers, content specialists and client stakeholders across multiple concurrent programmes.

- **Own the full design lifecycle across a B2B client portfolio**, overseeing 4 key accounts (10+ projects/year each) and 10–15 smaller clients. Manage up to 11 simultaneous projects, including global rollouts across 50+ markets.
- **Translate dense and complex scientific content into user-friendly, learner-centred products**, including interactive modules, workshops, simulations and reusable digital resources. One explorable learner-led product was adopted by the client as a gold standard and reused across subsequent programmes.
- **Create reusable design and learning assets**, patterns, templates and component libraries that improve consistency, accelerate delivery and support adoption across programmes.
- **Designed an internal onboarding hub** that transformed a fragmented SharePoint site into a centralised hub, using client usage analytics to shape a clear information architecture, role-specific journeys, and reusable resources for approximately 380 employees globally.
- **Designed AI-enabled learning products**, including a virtual simulation that supports realistic practice, feedback and retry, later evolved to free-form AI-assisted conversation and evaluation, with built-in learner performance tracking and manager coaching dashboards.
- **Act as the technical bridge between design and development**, as the only London-based designer with e-learning development capabilities, translating creative concepts into accessible, feasible UI and supporting developers and project managers with technical questions. Review beta builds and resolve issues early, cutting complex development fixes from days to hours and reducing review cycles.
- **Contribute to design and e-learning development time and budget estimation**, using hands-on build knowledge to scope work realistically across projects.
- **Co-lead a monthly cross-discipline creative services forum**, with content writers, instructional designers and visual designers, rotating facilitation with the content and instructional design leads. The sessions include design-thinking and structured ideation workshops, alongside work reviews, knowledge sharing, alignment on standards and capability building across the team.
- **Co-plan and run learner and usability testing** with representative users, including practising clinicians and sales representatives, using participants, client and stakeholder feedback to refine the product before delivery.
- **Manage and develop a team of 2 designers**, mentoring one designer through promotion to Senior Designer and hiring an Art Director, while leading onboarding, skills development and career progression.
- **Lead client-facing presentations and demos**, aligning design decisions with business goals and stakeholder needs, while explaining complex design and technical concepts clearly to different audiences.

Software Developer

KPMG | Sep 2019 – Mar 2022

Worked across the full stack with a front-end focus, building the technical fluency that I now use when working across digital products and cross-functional delivery.

- **Built digital products using HTML, CSS, JavaScript and React**, alongside backend and database development in C# and SQL.
- **Worked in Agile teams using Jira**, contributing to user stories, sprint planning, retrospectives, testing and iterative delivery.
- **Collaborated with stakeholders to translate business requirements into usable digital solutions**, while supporting documentation and knowledge sharing in Confluence.

Senior Learning Designer / E-learning Developer

KPMG | Jul 2017 – Sep 2019

Designed and delivered digital learning products for internal and external audiences, working with project managers, content specialists and stakeholders to translate complex material into practical learning.

- **Designed and developed interactive learning products** from approved content and storyboards, structuring complex information into clear, engaging and reusable digital content with a focus on usability.
- **Worked with project managers, writers and stakeholders** to coordinate delivery against scope and deadlines.
- **Created multimedia and digital learning assets** using Adobe Creative Suite and e-learning authoring tools.
- **Mentored a junior developer in the India-based offshore team** through to promotion.

Earlier Career

Design & e-learning development | 2011 – 2017

Graphic design and e-learning development across agency, in-house and freelance roles, including Virgin Active, where I managed LMS uploads, learner tracking and reporting, as well as Thomson Reuters Foundation, Prindiville and Sageret.

SKILLS

Learning Design

Instructional design, learning product design, programme delivery, workshop facilitation, communities of practice, onboarding, learning infrastructure, reusable learning assets, learning adoption, learner & usability testing, participant feedback, learner performance tracking & dashboards, e-learning development, LMS testing

Design & Facilitation

Figma, UX/UI design, design thinking, prototyping, user flows, accessibility, Miro, FigJam, workshop design and facilitation, design enablement

Programme & Stakeholder Management

Cross-functional coordination, stakeholder management, global delivery, client communication, design & development estimation, knowledge sharing, Agile / Scrum, Jira, resource and time management, mentoring

Digital & AI

AI-assisted design tools, HTML, CSS, JavaScript, React, Articulate 360, Adobe Creative Suite, Microsoft 365

Languages

French (mother tongue), English (fluent), Korean (B1)

CERTIFICATIONS

Certified Scrum Master, Scrum Alliance, 2021

Group Training Certificate, People 1st International, 2016

E-learning Certificate, Omniplex Learning, 2014

EDUCATION

L4 Software Development, BCS / Makers Academy | Sep 2019 – Dec 2020

Masters in Graphic and Interactive Design, e-Art Sup Paris | Sep 2007 – Jun 2012